



## SCHOOL DISTRICT No. 73 (KAMLOOPS/THOMPSON)

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September 21, 2004

Mark McVittie, President, KTTA  
202 – 1157 – 12<sup>th</sup> Street  
Kamloops BC V2B 7L2

Dear Mark:

**Re: Part-Time Returning from Leave**

Further to our discussion of this matter, I would like to clarify our understanding of the 'rights of return' for part-time teachers moving or returning to full-time employment.

1. When a part-time teacher, who has never been full-time, wishes to go full-time, they need to post into a full-time position. Their priority status under Article XI.2 is 'transfer.'
2. When a part-time teacher, who was once full-time, wishes to return to full-time, that teacher would need to indicate that they intend to return from leave to full-time employment prior to March 31<sup>st</sup> of that school year
  - a. If there is a full-time position available in their school for which they are qualified, they will be assigned to that position.
  - b. If there is not a full-time position available in their school, they are "entitled to return to a similar full-time assignment." (Article IV.5.6).
  - c. The 'rights of return' priority status under Article XI.2 are:
    - Less than 1 year leave: return to the same position
    - Between 1 and 2 year leave: return from leave status
    - Over 2 year leave: transfer status
3. Teachers returning from Extended Maternity/Adoption/Parental Leave shall be assigned to a comparable position, as per Article X.4.3.
4. Teachers on leave during the current 2004/05 school year, and who have been on leave for more than one year, are 'grandfathered' for this year only in that their rights of return will be 'return from leave' status regardless of how long they have been on leave.

I hope this clarifies this complex topic for all concerned.

Yours truly,

A handwritten signature in blue ink, appearing to read "Dan Cairnie", is written over the "Yours truly," text.

Dan Cairnie  
Director of Education

DC/dm

cc: Simon Mason, Director of Human Resources  
EOC